



TERRY L. STEWART - DIRECTOR

JULY-2000

KFYI Radio Takes A Closer Look At The Death Penalty

The Death Penalty has been a hot topic in the media recently, with experts offering their varying positions on the use of DNA evidence, making it a fiercely-contested issue for the two candidates vying for the presidency. On a local level, Phoenix TALKRADIO 910 KFYI, turned its focus on the Arizona Department of Corrections to explore this hot topic from the very inside of its prison system.

Two days of media coverage began on June 20 with the "Grant Woods Show" live from Special Management Unit II (SMU II). The radio program featured an interview with Director **Terry L. Stewart**, commentary, and phone calls from the show's listeners. The program delved into the controversy surrounding the death penalty by providing a complexity of viewpoints.

The Wednesday broadcast of "Wake up, Arizona!" with host Ed Walsh began at 5 a.m. and included interviews with Director Stewart, SMUII Deputy Warden **David Cluff**, inmate advocate Donna Hamm, and a taped interview with Death Row inmate Robert Walden. The show helped to inform the public on the Department's role in



Director Stewart explains his views on the death penalty and other issues to "Wake Up Arizona" Host Ed Walsh.

carrying out the death penalty, the work hazards facing SMUII personnel, as well as the reality of day-to-day prison life.

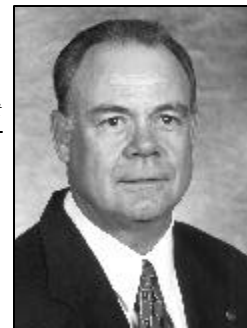
After his tour of ASPC-Florence radio host Walsh stated, "The gravity of the penalty is sobering, but my personal support for it was reaffirmed. These are the worst of the prison population, given chances their victims never had. Their final days are dignified. But they are numbered. The fewer, the better."

To learn more about this and other recent media topics, tune into KFYI's web site:
www.accessarizona.com/partners/kfyi/.

In This Issue...

<i>Director's Perspective</i>	<i>2</i>
<i>Arizona Department of Corrections' video receives national recognition</i>	<i>3</i>
<i>Employees of the Year Are Acknowledged at Quarterly Administrator's Meeting</i>	<i>4-5</i>
<i>CORP contributions change with IRS approval to a pre-tax status</i>	<i>6</i>
<i>CORA members award scholarships to four Arizona high school students</i>	<i>6</i>
<i>Employee Profile</i>	<i>7</i>
<i>Former ADC inmate arrested in 1994 prison murder case</i>	<i>7</i>
<i>Dr. LaSalle heads up new communicable disease program</i>	<i>8</i>
<i>New Security Threat Group certified</i>	<i>8</i>

by Terry L. Stewart



During 1999 and 2000, Arizona Department of Corrections' employees met the challenge, and succeeded in improving the quality of lives for people in Arizona. Your help in the form of generous contributions and volunteer efforts to the **1999 State Employees Charitable Campaign (SECC)** and the **2000 Law Enforcement Torch Run (LETR) Campaign** to benefit Special Olympics Arizona demonstrated a compassion and dedication that is unrivaled and deserves my heartfelt thanks.

2000 was a banner year for the Law Enforcement Torch Run which has become the largest annual fund-raising event benefiting Special Olympics Arizona. This year, the Arizona Department of Corrections played an important role in the campaign by raising more than \$85,000. The ADC's contribution will be used to fund year-round sports training and athletic competition for over 7,000 Arizona citizens with mental disabilities.

Thousands of ADC employees representing all levels of the agency across the state raised funds by participating in the statewide Torch Run, holding special events, or purchasing apparel which bears the

logo emblematic of the campaign.

As a prelude to the Opening Ceremonies of the Summer games, law enforcement representatives relayed the Torch along a planned route covering most of the state to its final destination at Arizona State University in Tempe. This year, Deputy Director **Charles Ryan** had the honor of carrying the Torch into the Opening Ceremonies and then passing the Torch to a Special Olympics athlete who ignited the Olympic cauldron signifying the beginning of the games. (See page six.)

The success of the Department's Law Enforcement Torch Run campaign can be attributed to the support of a large network of volunteers, who ensured not only a memorable run, but who also worked on maintaining a history of giving which will allow Special Olympics Arizona to reach all of its goals.

The support of ADC employees is the lifeline of the SECC. For the past 20 years, we have asked our employees to make a contribution to the campaign. Soon, our agency SECC coordinator will approach you to ask for a donation. The SECC

reaches out, and is reached out to more than ever before.

The SECC has made a real difference in keeping kids in school and out of gangs, giving shelter and care to victims of domestic abuse, fighting the battle against deadly diseases such as cancer, and heart disease. Circumstances like these touch the lives of so many of our employees. Someday they may affect you or a loved one.

All **contributions** are welcome, no matter how large or small -- it is the accumulation of everyone's **donations** that makes our campaign so successful. This year's goal is \$325,000, so we need your help. SECC is our campaign, a state-run and sponsored campaign, a reflection of the collaborative efforts and generosity of all state employees.

Whether you give a one-time **gift** or **contribute** each pay period, you will improve the lives of people in Arizona. Our campaign allows a choice to choose from nearly 600 SECC-funded charitable organizations throughout the state of Arizona, the nation and the world.

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And the Award for Best Video Goes to . . .

By Ron Mayes, Administrator, Staff Development & Training

When it comes to producing nationally recognized videos, the Arizona Department of Corrections receives well deserved recognition. Recently, the American Correctional Association (ACA) and the National Institute of Corrections 21st Annual Correctional Video Festival announced the selection of the Department's video, **Making Choices: Don't Cross the Line**, as the best entry in the "Produced by a Correctional Facility" category.

The award-winning video was co-produced by video production supervisor **Ruth Ann Lefebvre** and Deputy Warden **Mary Vermeer**, ASPC-Tucson. Technical filming and editing were provided by video production specialist II, **Scott Anderson**.

The Civil Rights of Institutionalized Persons Act (CRIPA) lawsuit settlement agreement required the Department to produce a training video addressing inappropriate staff/inmate relationships, how to report, and subsequent disciplinary action.

Filmed at ASPC-Tucson/Manzanita, utilizing contracted actors and Departmental staff, the script was written by Vermeer, Lefebvre, and Training Officer **Cindy Spafford**, and Training Specialist

Judy Phegley, both of ASPC-Safford. Additional review, writing, and input were provided by Assistant Attorney General, Jeannie Garcia-Riley; **Ellen Kirschbaum**, Administrator Female Programs; and **Eva Reynolds-Martony**, Curriculum Supervisor, Staff Development and Training.

During training year 1999-2000 each Departmental employee viewed the video as part of the required eight-hour block of CRIPA training. In addition all new employees are required to watch the training video.

The Department has received many requests from across the nation for copies of the video for training purposes, and both the Michigan and Oklahoma Department of Corrections have purchased fifty copies each for training purposes in their states.

The winning entry will be announced during the 130th Congress of Corrections held in San Antonio, Texas in August with all winning entries shown at the Corrections Video Festival.

Making Choices: Don't Cross the Line, will be highlighted in **Corrections Today** magazine and listed on the American Correctional Association website.



An officer featured in the "Making Choices" video explains the serious nature of having an inappropriate staff/inmate relationship.



Video Specialist Scott Anderson and Video Studio Supervisor Ruth Ann LeFebvre on location during the filming of "Making Choices."



Legal Briefs by Steve Lynch, General Counsel, Legal Services

On July 17, the Arizona Department of Corrections entered into an agreement conditionally dismissing the Does v. Stewart protective segregation lawsuit. The agreement calls for an 18 month period of monitoring by attorney Steven Martin of Texas.

Both parties agreed to have Mr. Martin, a former Texas Department of Corrections employee, monitor the Department's protective segregation policy that is embodied in Director's

Instructions 67 & 125. Martin will visit our facilities and make quarterly reports to the United States District Court.

The official monitoring period begins September 1, 2000 and the first quarterly report is due in December. If Martin determines that the Department is in "substantial compliance" before the 18 month monitoring period is up, he can request that the case be dismissed after only 12 months of monitoring. The idea of a conditional dismissal was patterned after the Department's very successful result in the CRIPA litigation.

The Economy of Plain English

"To help reduce excessive writing and reading," says Jim Evers, Author of THE HATE TO WRITE BUT HAVE TO WRITER'S GUIDE, "use the telephone more, keep letters and memos to one page or less, use executive summaries for reports, and write in plain English."

For this *Use this*
at this point in time.....now
in the event that.....if
an appreciable amount.....many
consequently.....so
enclosed please find.....here's
until such time as.....until
in regard to.....about
give consideration to.....consider

Employees of the Year Recognized at Qu

The establishment of a service/employee recognition program is one of the most exciting aspects of state employee recognition. Recognition ceremonies are an excellent time to acknowledge the importance of employee loyalty and value. During the June Quarterly Administrator's Meeting, the Arizona Department of Corrections' employees were recognized in many ways - the years an employee has devoted to the Department, Meritorious Service, Community Service, Director's Unit Citation, Quest, and Special Recognition.

The following recipients were acknowledged for "... *recognition of exceptional job performance during the preceding year for employees who continually perform their duties in a manner that surpasses the expected standards of professional conduct.*"

Correctional Officer of the Year (Security)

Kandi Smith, (not pictured)
Correctional Officer II, of ASPC-Lewis has served as a leader, mentor, and innovator at the constantly evolving Lewis Complex where new prison units are regularly opening. She is the Count Movement Officer. Thus far, she has dealt with the inmate moves in the Morey, Stiner, and Barchey Units, doing such as establishing count movement offices and handbooks; setting up a program that maintains racial balance within the housing areas; and coordinating the smooth flow of large groups of inmates transitioned during the Stiner to Barchey move.

Officer Smith has trained virtually all Lewis staff in count movement procedures. She is currently coordinating moves out of the Detention Unit and working on the Barchey to Bachman inmate transition. Of course, after all this, she'll be handling the count movement for Buckley and Rast Unit openings.

Kandi Smith has exemplified the qualities of a security officer who is a role model for any new or experienced officer.

Correctional Officer of the Year (PROGRAMS)

Correctional Officer III **Kevin R. Curran** of ASPC-Florence is assigned to CB-6 at Florence Complex and for a



COIII Kevin Curran

while was the only CO III assigned to the unit. He immediately had to provide program services to all inmates including those in Protective Segregation and Administrative Detention, as well as serve as count movement officer.

His assignments have since grown to include: Scheduling unit inmate legal resource and lending library turnouts; grievance coordinator; and facilitating the Hazelden Design for Living program. When CO III Curran was assigned to the South Unit last July, he began the job of WIPP coordinator in which he is responsible for the hiring and firing of inmates for important jobs in Arizona Correctional Industries. In so doing he works closely with the unit Chief of Security and a jobs committee in carefully placing inmates in these jobs. Officer Curran continues at the South Unit in providing Hazelden classes to inmates at night, and he also responds to IMS situations in the South Unit, such as one where a major search for a weapon was undertaken, and he acted as a team leader in the search.

Parole Officer of the Year

In April 1999, when the parole officer responsible for Apache, Navajo, and Gila counties was injured, Parole Officer

II **Arlin Chester** of the Mesa Iron Office volunteered to travel to Payson to supervise those offenders. In so doing, he established a pro-active relationship with the police and county probation departments in the Gila County area. When it became apparent that the Northeastern parole position was going to be vacant for some time, Mr. Chester volunteered to assume additional cases in the Pinetop area, and he again established relationships with the



Parole Officer Arlin Chester

agencies in Navajo County. For a year now, Arlin Chester has been supervising his offender caseload in Mesa, as well as traveling on alternate weeks to supervise 15-20 offenders in Payson, and another 20-30 in Pinetop. With all this, he meets all of his deadlines and completes all assignments with unerring accuracy.

Employee of the Year

In the few short years that Parole



Parole Officer II Michelle Gutierrez

Quarterly Administrator's Meeting Awards

Officer II **Michelle Gutierrez** has been assigned to the Sex Offender Coordination Unit, she has distinguished herself in the field of sexual predator civil commitment. She has designed and implemented a computerized database to track the status of investigations, and she coordinates a tremendous volume of time sensitive information.

She also has a gift for researching criminal records and pursuing leads. In one recent case, where a sex offender's information had been destroyed by a law enforcement agency in another state, she was able to elicit written affidavits and cooperation from retired detectives to use in court. The case against the multiple offense child molester was successfully petitioned, and ultimately, children and other potential future victims of crime were protected.

Michelle Gutierrez' meticulous attention to these cases are frequently the determining factors in whether a convicted sex offender returns to society or is civilly committed.

Support Staff of the Year

Correctional Education Program Teacher **Gene Yarbrough** of ASPC-Eyman has been teaching under age 18 inmates housed at the SMU II, the individuals whose violent and disruptive behavior has proven to be unacceptable at the normally assigned juvenile yards for males in the prison system. His classroom environment is most difficult, with nine individual



*Correctional Education Teacher
Gene Yarbrough*

isolation cells, limited in sight and sound of the teacher, and located along a narrow hall. But Gene has overcome these barriers with technology: things like video cameras, video players, and electronic white boards that are broadcast via cable to monitors located directly in front of each holding cell.

The results of his efforts are inmates being given an opportunity to improve themselves, the correctional officer's job being made more manageable and safe, and the public being served by an inmate less likely to re-offend because of an educational experience.

Mr. Yarbrough's work has been shared with correctional educators across the state and the country. Gene Yarbrough's relentless pursuit of the goals of the ADC Educational Program can only be described as driven, and propelled by a deeper commitment to his own personal pursuit of excellence.

Supervisor of the Year

Dr. **Daryl Fischer** who is the Research Unit Manager of the Policy and Research Unit has distinguished himself as a nationally recognized expert in the field of correctional research and analysis, and has successfully guided his research staff through a challenging year of higher workloads and demands. Under his guidance, the unit completed the very important, nine month long Quality of Work Life study examining the attitudes and challenges facing personnel throughout the Department. This study provides a unique statistical



*Research Unit Manager
Dr. Daryl Fischer*

measure identifying areas the Department senior management can focus on to get the best bang for the buck in attracting and retaining quality staff, information that will positively impact the Department for years to come. In addition to major study efforts like this one, Daryl oversees regular, but very important projects like reports on inmate movement, trends, ethnicity, and the highly regarded Who's in Prison brochure. His office also produces information for numerous media requests, impact forecasts for the Legislature and Governor's Office, and the critical inmate Population Growth Forecast.

Administrator of the Year

ASPC-Eyman Warden **Bennie**

Rollins has the ability to achieve over 99 per cent compliance on the entity audit reflects his dedication to service and his ability to motivate both individual and team performance. This level of compliance has never before been achieved by any other complex. Mr. Rollins has been instrumental in reestablishing the death row hard labor crew. He has an ability to evaluate problems, solicit input, and make decisions that are operationally sound.



ASPC-Eyman Warden Bennie Rollins

Staff follow him because of his ability to lead and his excellent people skills. He has a command presence with staff and holds people accountable, two management characteristics which have been instrumental in his way of making things happen at the ASPC-Eyman.

The Arizona Department of Corrections Keeps the Flame Burning



Deputy Director Charles Ryan and Sgt. Scott Cusack, along with other law enforcement representatives, run in the final Leg as a prelude to the Opening Ceremonies for the 15th Annual Law Enforcement Torch Run for Special Olympics



ASPC-Winslow employees helped sponsor the first-ever Navajo Apache Special Olympics Summer Games. Correctional Officer IIs Brenda Coates, John Whitff and Steve Wellever lend support to an athlete competing in the power lifting division.

CORA CORNER



Academic excellence and community service characterized the four recipients who were awarded the first-ever Correctional Officer Retention Advocates (CORA) scholarships in the amounts of \$300.

Graduating high school seniors Stephanie Carbaeo and Marissa Nunez from the city of Douglas and Grant David Cox and Alexie Rae Macleod from the town of Buckeye were selected from a pool of 30 applicants for excelling in scholastics by maintaining a 2.5 grade point average and by demonstrating a commitment to their communities.

The CORA scholarship program is the brainchild of COII **Joe Stemple** of ASPC-Douglas who, along with other CORA members, believe that a scholarship program makes a positive contribution to the community and helps dispel the negative image the public sometimes has of the Arizona Department of Corrections. COII **William Birdsall** of ASPC-Lewis headed up the scholarship program in Buckeye.

CORP Contributions Changes with IRS Approval

Participants in the Corrections Officer Retirement Plan (CORP) will soon see an increase in their take-home pay as a result of the Internal Revenue Service's approval of the request to change CORP contributions to pre-tax status.

Since its inception, CORP contributions were made with after-tax dollars. This meant that the contribution was taxed at the time that it was made, resulting in higher taxes and lower take-home pay.

With the pre-tax status change, employees' CORP contributions will be made with pre-tax dollars resulting in lower taxes and higher net pay. Employees will have to pay taxes on these contributions at the time they are received in the form of retirement benefits. However, in virtually

all cases, retirees are in a lower tax bracket than when they are working and therefore, will have a smaller tax debt.

For the average Correctional Officer II, the increase in net pay, resulting from this change in contribution status, will be equivalent to the officer receiving a 2.5 percent increase -- a significant benefit.

The contribution status change is effective July 1, 2000. However, due to needed payroll programming changes, the anticipated implementation date has been delayed until mid-September 2000. Employee W-2's for Calendar Year 2000 will reflect the July 1, 2000, effective date.

CORP members with questions regarding this status change should contact **Lu McLendon** at (602) 542-5373.

Employee Profile: Dr. Adu-Tutu

Inmates housed in Arizona State prisons have reason to smile.

Arizona Department of Corrections Deputy Director of Inmate Health Services **Thomas Lutz** has named **Dr. Michael Adu-Tutu** as the Dental Program Manager for Inmate Health Services. Under the leadership of Adu-Tutu, the Arizona Department of Corrections will provide quality dental care to those incarcerated within its walls.

Dr. Adu-Tutu worked over 17 years as both an administrator and a clinician in the health care field, nine of those years as an employee with the Arizona Department of Corrections. He has had an extensive background in health care administration, health program development, consulting, finance and personal management.

Dr. Adu-Tutu brings some impressive credentials to the position. He obtained his Masters of Business Administration from Arizona State University, and a Bachelor of Dental Surgery from the University of Ghana. He is a member of various professional organizations such as the American Dental Association, Arizona Dental Association, National Commission on Correctional Health Care, Arizona Public Health Association, and the Phoenix Memorial Hospital Medical Staff. He is a certified correctional health care professional, and has received a teaching certificate in Business Administration and Dental Sciences from the State of Arizona Community College.

"I feel our dental program will prosper under the direction of Dr. Michael Adu-Tutu," said Deputy Director Dr. Thomas Lutz.



Dr. Michael Adu-Tutu

Former ADC Inmate Arrested in 1994 Prison Murder Case

Because of the detective work by ADC investigators, a former inmate finds himself behind bars once again for the 1994 murder of inmate James Dixon at Arizona State Prison Complex-Florence.

After an eight-month long investigation, Florence Central Intelligence Unit investigators arrested 34 year-old Doug Choate on June 15, at his parole office in Mesa. Department of Public Safety analysis of the physical evidence, and first-hand testimony by corrections officers, sergeants, inmates and former inmates linked Choate to the crime scene.

According to DPS Lab Technician Colleen Proffit, "The DNA analysis of the blood collected from the fire extinguisher, water fountain and a piece of paper at the murder scene matched Choate's blood sample."

Dixon was found murdered on April 26, 1994 in the maintenance office at South Unit, ASPC Florence. He was lying face down with multiple lacerations and contusions. Dixon had stab wounds to the right carotid artery, the right jugular vein, the heart, and had been hit in the head with a fire extinguisher.

Dixon, it is believed, ran up a drug debt with the "Aryan Brotherhood," a white-supremacist prison gang. As the drug debt grew his relationship with the gang deteriorated.

Choate allegedly murdered Dixon as part of the initiation ritual of the "Aryan Brotherhood."

Being "blooded in" requires a prospective gang member to kill someone to gain acceptance into the gang.

Choate is presently in Pinal County Jail and waiting to go to trial for the murder.

Legislative Changes

Linda Allen, Administrator, Personnel Administrative Services

This year, there were two legislative changes that will impact employees. These are effective on July 18:

Original Probation: The mandatory one-year original probationary period has been revised back to six months. Currently, the only exceptions are the Correctional Officer II's and Parole Officer I's who will continue to serve a one-year probationary period. This change does not affect the length of the probationary period for employees currently on original probation who will be required to complete the probationary period in place at the time of hire.

Annual Leave Donations: An employee may request to receive annual leave donations for absences due to the employee's own seriously incapacitating illness or injury, or that of a spouse or child. Donations have been limited to employees at the same agency. This will change on July 18 to allow family members who work at different agencies to donate annual leave to each other. Family members are: spouse, natural child, adopted child, foster child, stepchild, natural parent, stepparent, adoptive parent, grandparent, grandchild, brother, sister, sister-in-law, brother-in-law, son-in-law, daughter-in-law, mother-in-law or father-in-law.

Questions on the above may be directed to Personnel Administrative Services at 542-3198. Please ensure that this information is disseminated to staff without e-mail.



Dr. LaSalle Heads Up New Communicable Disease Program

Dr. Dillian La Salle accepts a position with the Arizona Department of Corrections.

Dr. La Salle has been hired to oversee the new Communicable Disease Program within the Department. La Salle brings impressive experience and credentials to the position. She is an Internist, one who specializes in adult medicine. LaSalle graduated from Tufts Medical School in Boston. Most of her training came as a primary care physician in New York City. Currently, she is pursuing a Masters Degree in Public Health Administration.



Dr. Dillian LaSalle

"I'm excited about starting my new position and any challenges that may come with the job," said La Salle.

NEW SECURITY THREAT GROUP CERTIFIED

The Department's Security Threat Group (STG) Unit has certified another STG operating in the Arizona prison system: the Surenos.

The Surenos, the seventh STG to be certified in ADC, is predominantly made up of Mexican Americans and Mexican Nationals who generally come from Southern California street gangs. The gang's name stems from the Spanish word "sur" which translated to English is "south." There are about 160 suspects identified by ADC staff. They wear tattoos and use symbolism such as: Sureno; Sur; Sur 13; and 13. The number 13 represents the thirteenth letter of the alphabet: M. The letter M is symbolic of the word Mexican, or Mafia. This, in turn, is symbolic of the Surenos' close ties with the California Mexican Mafia and Arizona's Old Mexican Mafia.

SUR 13

One of the Surenos monikers that identifies gang membership.

The Surenos STG currently has conflicts with one of ADC's other certified prison gangs, the New Mexican Mafia.

Surenos membership is on the increase. They have been very disruptive to prison operations with criminal activity consisting of aggravated assaults, assaults, and narcotics.

The six other certified STGs in the Arizona prison system are the Mexican Mafia, the New Mexican Mafia, the Aryan Brotherhood, the Border Brothers, the Mau Maus, and the Grandels.